

Subject: Re: [TzM CORE] Coordination Protocol (colombian analysis) (tzm-core-team@googlegroups.com)
From: Kari <karin.e.mcgregor@gmail.com>
Date: 4/07/2012 11:34 PM
To: tzm-core-team@googlegroups.com

Hi there again,

I'm tired and cranky, but at least I've slept now and am able to offer some response.

I will try to keep my response to this brief (although if I feel a need to explain in order to make myself understood I apologize in advance for anything others may consider wordy), and encourage others to do the same. I think there are a number of points here that we should really be discussing in a meeting, and it would not be the first time I've raised some of them. I would also encourage anyone who feels a need for a meeting to call one after scouting out people's availability - surely we can all put together an agenda of discussion items if and when we feel it is needed.

In addition - I think that if I am to be asked these questions then it is fair that others also have the opportunity to answer, as it is not only my position that is of importance here, but everyone's. There is little value in a discussion held between two individuals that essentially goes nowhere, so I would rather make this a discussion for everyone (opt out if you don't see the value in it, of course).

I'd just like to start by reminding all concerned that this thread began as an invitation to a google-doc discussing the Colombian chapter, I responded, as below, and reiterated an offer, now a request, to be present at the next Latin American chapter meeting. I think it would be a good idea, if this is agreed upon, for us to come to some consensus regarding answers I am likely to have to provide to questions I am likely to be asked. Anything that lacks consensus will be greeted with a response of "there is, as of yet, no consensus on that". Please can we have some response on whether people would be comfortable with me attending a meeting for the purpose of mediating and trying to move beyond the issues experienced with the chapter?

Incidentally - I have not provided access to this group to anyone other than those initially invited to it - all I have done was forward an email to Carlos that mentioned him specifically. I maintain the position that it is in someone's interests to know what is said about them when it is personal (I would not say things behind someone's back that I would not say to their face), and I prefer to forward the original information rather than gossip (in hindsight I might have done better to remove the original email address from the thread, but I seriously doubt Carlos will spam this group, and we can all moderate for incoming if anything like that happens). However, if I were to invite someone else in I suppose I would ask others if they were ok with it - or perhaps that's up to people's discretion? I made everyone a manager of the group so that people could make their own decisions and not have to run administrative things past me. I don't have a problem with Andres having been added to this group after its formation without prior consultation as I see that he can have valuable input (apologies Andres for referring to you in the 3rd person here - I am being sensitive to the other 15 people who are party to this thread).

Okee - now that's dispensed with here comes the interesting stuff. Please allow me the disclaimer that I do not expect everyone to agree with my position. I do, however, hope that we can all discuss things with respect to

one another. Here goes:

1. How is this team supposed to work?

Good question. I can't answer for anyone else, and we haven't actually had a discussion about that. I would really like to!

I see this group, ideally, as having 2 main functions:

- a) To distribute responsibilities in order to maintain efficiency regarding the administration of chapters and projects
- b) To function, like David suggests, as a think-tank - generating ideas and developing the Movement

I see it as necessary to have a bi-directional flow of information so that chapters know who to communicate with regarding their questions, suggestions, ideas, etc.

I also see it as necessary to not just make decisions on behalf of chapters, but to involve them in discussion - this means that once something is half-baked in the think-tank it should go to international meetings for discussion, back into the think-tank for fully-baking, and then back out to international meetings for consensus. Hopefully with well-functioning communicative national chapters information will have also been communicated to regional and local chapters.

I made a proposal regarding the above - it is [attached to the agenda](#) of the last meeting. We did not discuss it as only David, Andres, Nelson, Jason and myself attended the meeting. This is not a sufficient number for a quorum to be responsible for rational consensus. I would love to have the proposal discussed and considered - it is still available on the doc and enabled for comments.

2. Are we supposed to take people's feedback and being exposed as core members or work 'in secret' for the sake of not being spammed?

I think this is actually 2 separate points. Allow me to elaborate:

If someone provides feedback then there needs to be appropriate channels available. These need to be known, otherwise feedback is not possible. Of course I think accepting and responding to feedback is part of our responsibility. In a decade of teaching I have been evaluated and appraised by students and management on every single course I have ever taught. I am not afraid of this process for 2 reasons - 1) my feedback is always positive as I am a skilled professional who puts heart and soul into my work; 2) I am willing and able to learn from suggestions and recommendations - as this is what feedback generally involves. As Marchall Rosenberg would say - feelings are a communication of needs, and when people make their feelings known to you they are indicating the state of their needs at any given time.

Regarding spam - obviously we do not accept this.

I think what we're really dealing with here is not a question of whether we accept feedback and spam, but of *what* is considered to be feedback and what is considered to be spam. If a point is relevant to our work then it is not spam. It may be something we might not have time for, or might not wish to deal with for whatever

reason, but we can't call it spam or irrelevant just because we don't like it.

3. Are we supposed to keep the info here or share it just like you did?

Again - good question. I think I need to question the premise of the question, rather than directly answer it, if you don't mind. I challenge the assumption that I am "supposed" to do anything other than what I consider to be right at the time of doing. I don't agree to things just because someone else says I should, or that they think they should.

As a minor digression - the above is largely a difference in personality type - i.e. whether one has strong extraverted feeling - characterized by adherence to the norms and values of any given group, or whether one has strong introverted feeling - characterized by strict adherence to one's own integrity and internal code of values... I am strongly driven by the latter, and I know it's fairly unusual, but it's not wrong... it's actually more common in activist groups as we tend to go against the grain while staying true to ourselves.

Anyways - back to the point - I think that we are not dealing with private or personal information, or at least shouldn't be. I think we are dealing with information that pertains to all chapters and members of the Movement. There are no secrets as we are never discussing things that others should not know about (and if we are then I challenge why we should do such a thing - I have no desire to operate covertly and arouse suspicion from others who must surely know, for the sake of practicality, that there is this tier of coordination in existence). There are some areas where it might be requested that we keep some half-baked information/ideas/projects in the oven until it is ready for public release. This makes sense - just as PJ wouldn't release an unedited movie to the public for their critique as though it were whole. I expect that it is generally fairly clear what is what, and if there are any grey areas we should take the responsibility to check with one another.

4. Are we supporting directly intentional communities and permaculture projects with TZM name on it?

Good question. At present all I can say is that we have never officially said that we are, or that we aren't. I guess I would need to delve a little deeper into what we're talking about here...

Re: intentional communities - one would have to ask the purpose of any given intentional community is. David and I, for example, live in one - and this is with TZM members - however, it is not one of our chapter's focus points - it is just our living situation and one of the ways in which we walk our talk - David has been very public about walking our talk in the hope of encouraging others to do likewise. We have been careful and discussed this at meetings in order that others would not get the wrong impression - we have made clear that it is our personal project and not a focus of the chapter. It by no means takes us away from any of our work for TZM - in fact, it enables us to do more work for TZM as it has reduced our living expenses to the point whereby we are able to work less "for the Man" and, therefore, more "for the Movement". We will, however, be moving on soon as we have networks we would like to work more closely with on another state, so this communal living stage will end for us at the end of next week when we head back to Queensland (I have recently been slaving for the Man so that I could win us enough bread - being that I am the breadwinner - for the move, so to speak).

Regarding intentional communities being a major focus of any chapter, I would argue, actually, that I don't think it's a good idea (this is actually an area where David and myself differ somewhat - yet still manage to harmonize our lives just nicely!). My view is that if it's not up to scratch then it's potentially really detrimental to the Movement to be associated with a bunch of possible failed communities that varied in terms of their adherence to RBE values. As of yet we have not been through the think-tank process regarding what a RBE-type community would be like (there is a group in Australia trying to kick one off and I've brought them into discussion in order to keep tabs on what's happening and ensure it doesn't wind up being a problem for anyone). I have, however, had this type of discussion at length with academics in the field of systems design (mainly ecological economists), and have a few highly interested parties keen to work on an exemplar community for research and development of alternative systems. This is not a small-time backyard project that calls itself RBE - it is a scientific study that requires extensive research and collaborative planning before attempting anything on the ground. This is my position regarding anything that would occur with a TZM label - it would need to go through the proper scientific processes and function as an exemplar for the sake of research and development as well as a showcase.

Re: permaculture projects - I'm not really sure where I stand. We haven't had that question come up in TZM AU. However, I have heard the phrase "permaculture is irrelevant" or "permaculture is patchwork" bandied about on the various communication platforms and have to disagree. As a means for humans to live in harmony with nature, in accordance with the carrying capacity of our landbase, yet not in a way that is primitivist, permaculture provides the best that we know of. A more sustainable way to manage a landbase is unknown - unless we are willing to entertain primitivism. Therefore I cannot agree that permaculture is irrelevant or patchwork. This means I think the topic is open for discussion - that we should not say it goes against TZM principles, as it certainly does not - it is just not a form of activism in the sense that most people think of when they consider activism.

Regarding practical projects in general I don't think we are in a position to dismiss them without hypocrisy. By this I mean that we openly support Doug Mallette's cybernated farming systems, for example. This is a practical project - no one has ever said that he shouldn't do it (not to my knowledge anyways), or that it is contrary to our awareness-activism approach. In fact, he is invited to speak, does tours and events, and is generally celebrated by the Movement for his work. Is this because he is not directly engaged with any particular chapter? If so, does this mean that projects are ok so long as one is not directly connected with a chapter? This seems counter-productive to me as I see the 2 as being able to support one another as projects provide tangible evidence for what we are saying - and many people really need this tangible evidence before they can trust in change.

The existence of chapters is for awareness-activism primarily. I think we need to discuss the scope of what this can include, and not prohibit chapters from doing work that is potentially highly effective, but not necessarily what we, ourselves, would have thought of. I think that if chapters do not allow for activism such as the One Planet Project, or do not hold any public events, or do not engage in meaningful public dialogue, then we have something problematic. However, when one sees a chapter balancing practical projects with awareness-activism I would see that as something to be praised, not criticised. I'd love to see an example of it; I haven't yet seen one!

I think the whole topic needs open discussion and not just dismissal.

5. What attributes do we have?

Is this a question regarding the attributes we have at present, or those we think we should cultivate? I don't think I can answer this on behalf of everyone here as we have all the attributes of all our members - some baggage along with the good too.

I agree with David's comment that the core team, like any coordinators, are not people in a particular position - we are people with both the willingness and capability to take on a set of responsibilities that most others are glad not to have to shoulder.

6. Can anyone apply to be a member here?

I don't think it's a matter of application - I think it's a matter of self-selection. If you have the commitment and skills, and are willing to take responsibility then that is generally noticed, as it has been with all of us.

In future I don't know if the constitution of any coordination group should change. We may choose to develop a system of selection for coordination that is more scientific than what we have at present. I think we are a way off that though, as we have not discussed anything of such a technical level.

7. If we are exposed (and we had been Kari as discussed in our last meeting and as showed in the last email from brujo) how are you gonna explain how did we arrive at this work method instead of asking everyone?

I don't see this as a matter of "being exposed". I see it as a matter of people knowing who the next tier is (and that it exists!) and what it is responsible for. As I have stated before, all of our coordinators and core team in TZM AU know about us (Carlos is one of them - so I did not "expose" anything to him - I provided information to him as I did to all). This has not been problematic for us. We knew we would have to be clear on it as coordinators do want to know about the next tier up for the sake of effective communication. Most of our coords didn't ask anything, just mentioned that they're glad to know as they aren't in the dark regarding where to go if they have a query or a suggestion. Some coords (usually the older & wiser ones) did ask how the group came to be, and we explained as was - that PJ called for a group to come together for the streamlining and efficiency of work and development (and for getting us back on track), and that the individuals were selected for their prior demonstration of skills, qualities and commitment in a way that is reliable. Everyone thought that was just great and makes perfect sense. They know that we don't operate as a tyranny that just dictates orders and squashes initiative.

8. Why do we prefer privacy?

Hmm... again I have to challenge the assumption here. The assumption is that we do, in fact, prefer privacy. In my private life I reserve the right to demand privacy. What I do for the Movement, however, is entirely public - it has to be - one cannot be a part of a Movement yet secretive about one's actions in it - that wouldn't be properly networked, and therefore, not justifiably named a "movement". In short - I do not prefer privacy - I prefer transparency. Others may differ. I have nothing to hide and will not say behind someone's back that which I would not say to their face.

9. Do you Kari actually agree to have a private core team without exposing our info anymore or do you wanna change all this to a new open structure? Have you considered the opinion of the other people involved on the team including the or who created it, invited people and give it a purpose

This is a false dichotomy - I do not have to choose between secrecy and open structure. I have made a proposal for transparency and clarity of decision-making procedures - outlined in the last meeting's agenda document and linked in my response to question 1. In my consideration of the other people involved I raised the point on an agenda for a meeting. I would very much like to discuss it.

Thank you very much for your time everyone who has read this far! I look forward to some diplomatic and respectful discussion, and some exchange of viewpoints.

Yours, in bereaved exhaustion,

K McGregor

On 7/3/2012 5:27 AM, Andrés Delgado wrote:

Nice David, don't misunderstand all my questions as a desire to be a secret elite in the movement, however I'm in need of some clarification... I came here invited by Miguel and also Nelson provided some information since I wasn't that sure what this group is all about.

I was told that I could be involved in whatever task I'd like (at trello) and that was pretty much it.

I read something about the creation of the core. Correct me if I'm wrong but it was Peter trying to improve the activism with a new approach and probably a new organization, in the same document you can read, please keep this private.

I see how this can be a temporal thing, but I haven't been told so. If something should remain private then as a group we must keep that 'status', otherwise it will be seen as some of us prefer the secret just for the sake of it.

I asked all the other questions because NOW we are public. It's not a matter of choice anymore, so perhaps some people will start asking questions and demonizing the members of the core, I'm sure some will and I don't really care but Kari, as a neutral mediator, will face those inquiries so this needs to be established.

In the other hand, I don't see Brujo's email as feedback (at all). It's a complaint, and as I stated in my prior emails, we have another place [<http://www.thezeitgeistmovement.com/chapter-submission-form>] to do those. Correct me if I'm wrong but this was a secret group, so necessarily someone (I'm guessing Kari) provided the email and the access to the group (she owns it, right?) and it doesn't seem ok to me, specially considering the tone/objective of the email. One more thing here, just like you said David, chapters should be included in the dialog when they are involved in it BUT only when we have reached at some basic level of understanding, sharing the emails was not a good approach either. Probably asking both parts would have been much better...

Talking about permaculture and intentional... as you said we do have a protocol for those too... Has anyone submitted a project Miguel or any other with access to the submissions? How do we know if any new project is approved? How free are local chapters to make their own protocols here... I'll double check in the guide, but I think this might need some clarification as well... Let's say Australia is involved with intentional communities (as it is). They are independent but at the same time they are part of a global unique group of activists... (I do understand the logic but I think public statements are needed here).

Talking about the core itself, I don't think it's a good idea to add members to the core, since it could take away some efficiency which is one of the things you get when there are a few instead of a bunch of people (even if they are super smart), however considering how we all rotate given our 'real life' conditions probably it is a good approach, but we could somehow consider a number and/or divide some specific tasks in the future if there are 100 members worth (I really hope so :P).

Here I see for example Ben as our Public Relationships Hitman and James as our TZM Education Global director (or something), I don't wanna limit any of the members but I see some personal preference in there and probably we could be the think tank group but at the same time letting the guys do 'their' thing. It's awesome to have real support when you start a project you really believe in.

Finally, I want to apologize with those which feel this was unnecessary (:P) but I still feel like I'm a guest here and I wanna learn as much as I can in order to allow my focus/work going in the right direction.

[jorge.andr3s](#)

Movimiento Zeitgeist Ecuador - Sostenibilidad, No Violencia & Método Científico - www.zeitgeistec.com

Date: Mon, 2 Jul 2012 15:58:27 +0930

From: arts.fantasy@gmail.com

To: tzm-core-team@googlegroups.com

Subject: Re: [TZM CORE] Coordination Protocol (colombian analysis) (tzm-core-team@googlegroups.com)

In my view:

1. How is this team supposed to work?

In the same manner as a think-tank does as well as a platform for support towards our chapters.

So - if there is a problem, organizers can post it here for discussion, and a collective decision can be made - hopefully based on the scientific method, and blinded with trust.

To brainstorm on improvements and advancement of the movement and then executing these ideas.

Preferably without any executive decision (top-down) unless time constraints apply or if it's just not possible

2. Are we supposed to take people's feedback and being exposed as core members or work 'in secret' for the sake of not being spammed?

I think an answer to that is obvious. Were not replicating what we were fighting against aren't we?

A email from a member is not spam - that's called feedback, and every large non-profit and successful

organization values feedback greatly(!) - spam is when a bot sends you Viagra ads.

3. Are we supposed to keep the info here or share it just like you did?

They should abide to protocols - so if a decision affects a particular team or a chapter, that chapter should get informed.

4. Are we supporting directly intentional communities and permaculture projects with TZM name on it?

My position is that we should BUT only if guides for approval of such projects are set. The guides should reflect TZM ethos.

5. What attributes do we have?

The Core Team? Support, transparency, highly active and highly responsive, efficient and reflecting TZM ethos with our actions within the movement and outside of it. The TZM core should contain the best of the best - a members level of activity auto-selects if that person will be welcomed to the core. Thus: **The TZM core are people without privileges, but with responsibilities. Is a group that contains the-most committed people in the movement.**

6. Can anyone apply to be a member here?

TZM Core member "position" is a position that's self selecting - based on the members commitment. If this team can have a high level of trust and will be focused highly on work - we will be welcoming any extra committed body - as it will just improve the team.

7. If we are exposed (and we had been Kari as discussed in our last meeting and as showed in the last email from brujo) how are you gonna explain how did we arrive at this work method instead of asking everyone?

Isn't that a self-contradictory question? :P If we are transparent, we do not need to explain at all how we arrived at a decision. Using the word *exposed* makes me feel like youre afraid of opening your decisions or processis to members or chapters - like a mad scientist plotting a world conquer :P

8. Why do we prefer privacy?

As Julian Assange said - people have privacy, organizations,corporations and governments do not.

9. Do you Kari actually agree to have a private core team without exposing our info anymore or do you wanna change all this to a new open structure? Have you considered the opinion of the other people involved on the teAm including the or who created it, invited people and give it a purpose

The ethos of the movement is to be transparent whenever a decision affects other people. We need transparency in order to have a large level of cooperation and contribution within the movement. We cannot expect people to follow decisions blindly that are put forth at them. That method was seen in history and has a proper name. What Kari has done - was reflective of the principles of the movement.

Now i would like to stress the request that Kari made to attend the South American meeting - She is a great mediator and I'm sure she can be of large benefit to the meeting.

On 1/07/2012 11:41 PM, Andrés Delgado wrote:

Well Just like you said we had been working hard on this. Trying to keep a clear well-defined objective to work towards; building truly collaborative structures so before anyone going there and talk to people we should agree on some very basic things we don't actually agree.

For instance:

1. How is this team supposed to work?
2. Are we supposed to take people's feedback and being exposed as core members or work 'in secret' for the sake of not being spammed?
3. Are we supposed to keep the info here or share it just like you did?
4. Are we supporting directly intentional communities and permaculture projects with TZM name on it?
5. What attributes do we have?
6. Can anyone apply to be a member here?
7. If we are exposed (and we had been Kari as discussed in our last meeting and as showed in the last email from brujo) how are you gonna explain how did we arrive at this work method instead of asking everyone?
8. Why do we prefer privacy?

And at the end of all of this...

9. Do you Kari actually agree to have a private core team without exposing our info any more or do you wanna change all this to a new open structure? Have you considered the opinion of the other people involved on the teAm including the or who created it, invited people and give it a purpose?

I'm not intending to be aggressive here and I wanna stress that. I just one a clear answer cause If we are going out In behalf of the core team, TZM or even our local chapter we should have defined a very basic set of rules and I have seen some relativism here. ie I was invited to a secret group so I didn't share this and after a while I was exposed as a member of it to a bunch of coordinators asking themselves why they weren't notified or invited.

So please... Let's clarify this

Saludos,

Andrés Delgado

El 29/06/2012, a las 10:45, "Kari" <karin.e.mcgregor@gmail.com> escribió:

Thank you for this.

I have added some comments and ideas with the hope of reaching a practical solution.

I would like to be present at the next Latin America chapter TS meeting as an opportunity for Q&A (as discussed at our last core-team meeting). I don't know what the response will be like, but we can try for the best (rather than ensure failure by not trying for success). I hope that the opportunity to converse and inquire with someone different, someone seemingly neutral (for want of a better

word) will encourage some fresh-perspective taking. I mean no disrespect to anyone - I know you've been trying hard on this, but the approach is evidently not working and we need to consider a range alternatives - not just "cutting off the monster's head", as that is an absolute last resort when other approaches have been exhausted and demonstrated to have failed.

I have no problem with telling it like it is - i.e. the way I operate here in TZM AU is that if I've answered a set of questions satisfactorily once then that's that - if the same questions come up again I simply direct people to the meeting minutes/recording for their answers. People who persist in asking are simply told the same answer - check the minutes/recording, the conversation has been had. Any further prodding beyond that is obvious harassment and trolling and is exposed for what it is - and is generally not supported by others, therefore extinguished - if we remain non-violent and sensitive in our communication style.

I have a feeling I may be able to discuss perhaps a little more productively with Erick and the team as I am perceived as "a friendly" - someone who takes the time to listen, and genuinely takes note of people's concerns (not saying others don't - just perceptions are on both sides of the fence here, and are clearly different). It has been my experience, certainly back in my counselling days, that this approach is highly effective, even if it is time-consuming (and I'd rather accept a loss of personal time than the loss of passionate people who could be a real part of making the change we all want to see).

Let's please remember here that we're all keen to see positive change - just we might have differing views of what a transition looks like. Without a consensus-based constitution to collaborate over shared purpose and direction we are likely to experience minor differences in ever repeating fractals - we mustn't fall apart over this or ever treat anyone else within the Movement as an enemy!

Anyways - that's my 2 non-monetary units' worth - I hope it's of value :-)

K McGregor

On 6/28/2012 1:12 PM, Andrés Delgado (Google Docs) wrote:

 He compartido [Coordination Protocol \(colombian analysis\)](#)

Mensaje de jordel77@hotmail.com:

Here is the document David asked for, I explicitly ask to keep this document private as it's a discussion in process and not a final statement on anything. I ask specifically Kari not to share this document info.

Haz clic para abrir:

[Coordination Protocol \(colombian analysis\)](#)

Google Docs facilita la creación, el almacenamiento y el uso compartido de hojas de cálculo, presentaciones y documentos online.



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Global Chapters status and to-do list:

<https://trello.com/board/tzm-global-core/4f77abf5b625547d2808c0f1>

TZM Core List of Concerns:

[https://docs.google.com/document
/d/1VF9wS5MRIK_2lAW2rKvU3oop8owKrysGkLjZZyyFTlw/edit](https://docs.google.com/document/d/1VF9wS5MRIK_2lAW2rKvU3oop8owKrysGkLjZZyyFTlw/edit)

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